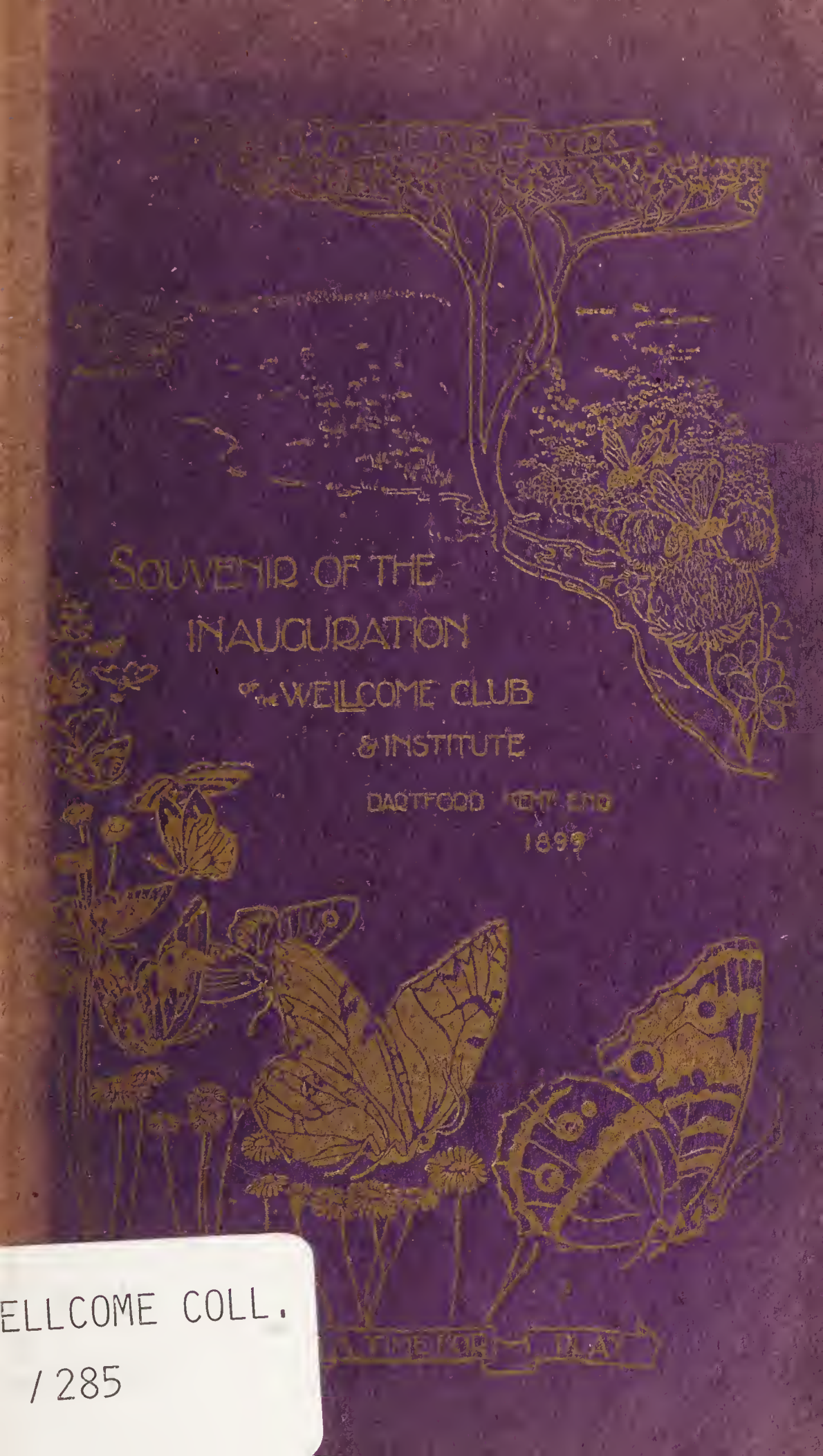


ELLCOME COLL.
/285

WELLCOME
COLLECTION

INAUGURATION OF THE
WELLCOME CLUB AND
INSTITUTE DARTFORD
KENT ENGLAND 1899

Objects

of the Club and Institute.

The Wellcome Club and Institute is founded for the benefit of Burroughs Wellcome & Co.'s employees, who number more than eight hundred of both sexes, including many professional scientific workers.

The premises consist of the old manor house (with its extensive grounds) formerly known as Acacia Hall, together with other buildings which provide libraries, reading rooms, assembly rooms, a gymnasium, etc.

The objects of the Club are—to promote harmony and happy social intercourse amongst the employees and to supply them with a pleasant resort outside of business hours—to encourage mental and physical recreation by means of music, literary and other entertainments, technical and other instruction classes, with occasional lectures, and athletics, field sports and games.

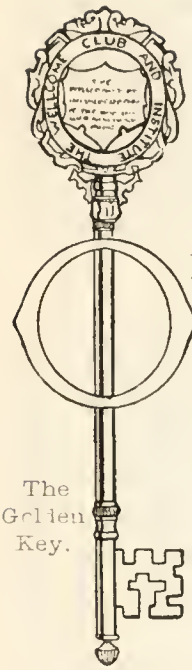
Programme

of the Inauguration.

10.15 A.M.—Special Train from Charing Cross.
10.22 ,, —Special Train from London Bridge.
10.45 ,, —Arrival of Special Train at Dartford.
11.0 ,, —Fire Alarm Drill of Burroughs Wellcome and Co.'s Fire Brigade at the Works and Laboratories,—immediately opposite the Railway Station.
11.30 ,, —Inauguration Service (undenominational), conducted by the Vicar, The Rev. Percy E. Smith, at Dartford Parish Church.
11.40 ,, —Formal opening of the Club and Institute.
12.30 P.M.—Luncheon in the Marquee Tent.
2.45 ,, —Maypole Dance.
3.15 ,, —Athletic Sports.
6.15 ,, —Tea in the Marquee Tent.
8.15 ,, —Musical Bicycle Ride.
8.15 ,, —Tugs-of-War—Final Heats.
8.45 ,, —Presentation of Prizes.
9.30 ,, —Fireworks Display and Illumination of Grounds.
10.35 ,, —Special Train from Dartford.
11.0 ,, —Arrival of Special Train at London Bridge.
11.7 ,, —Arrival of Special Train at Charing Cross.

Inauguration of the Wellcome Club and Institute. . . . . .

(Reprint from Press Report.)



The Golden Key.

ONE of the most interesting events which have taken place in the town of Dartford for many years past was the opening of the Wellcome Club and Institute. When it is remembered that the prosperity of the town is so closely identified with that of its greatest industry, it is not surprising that Saturday's event evoked so much enthusiasm throughout the district. Messrs. Burroughs Wellcome and Co. have always been recognised as model employers, and the events of the day bore eloquent testimony not only to this kindly consideration of the welfare of their employees, but also to the precision, exactness and marvellous organisation which has always characterised their work.

The club has been founded by Mr. Wellcome, the head of the firm, to provide the employees with opportunities for recreation, and for promoting higher technical education. With these ends in view he acquired the Manor House, commonly known as Acacia Hall, together with its beautiful and extensive grounds, through which flows the river Darent. The manor house itself and the adjoining buildings have been elaborately fitted and furnished to meet the new requirements. A large gymnasium and extensive baths and lavatories with the most perfect modern fittings have been built, and the grounds beautifully laid out for the purposes of enjoyment and recreation. No pains or expense have been spared in any direction, and it is doubtful if there is any body of employees in the world which can boast of so magnificent a club and pleasure park.

The Day's Proceedings.

The proceedings on Saturday were favoured with perfect weather, and great credit is due to those responsible for the arrangements, which were admirably carried out. At 11 a.m., immediately after the special train conveying the London visitors steamed into Dartford station, the day's programme commenced with a fire alarm drill at the firm's works and laboratories. From the station platform an excellent view was obtained. Mr. Hiram Maxim, the distinguished engineer, who was present, timed the display and stated that the streams of water from four principal points were in full play within two minutes of the sounding of the alarm which called out the firemen.

Service at the Parish Church.

The company then proceeded to the historic old Parish Church, which was quickly filled by the visitors and the firm's employees. The service, conducted by the Rev. E. P. Smith, Vicar of Dartford, was, although simple and undenominational in character, a beautiful and impressive ceremony, in which were appropriately included the following texts :—

> "Bear ye one another's burdens, and so fulfil the law of Christ."—*Gal. vi, 2.*

> "And that ye study to be quiet, and to do your own business, and to work with your own hands, as we commanded you ; that ye may walk honestly towards them that are without, and that ye may have lack of nothing."—
> *1 Thess. iv, 11 and 12.*

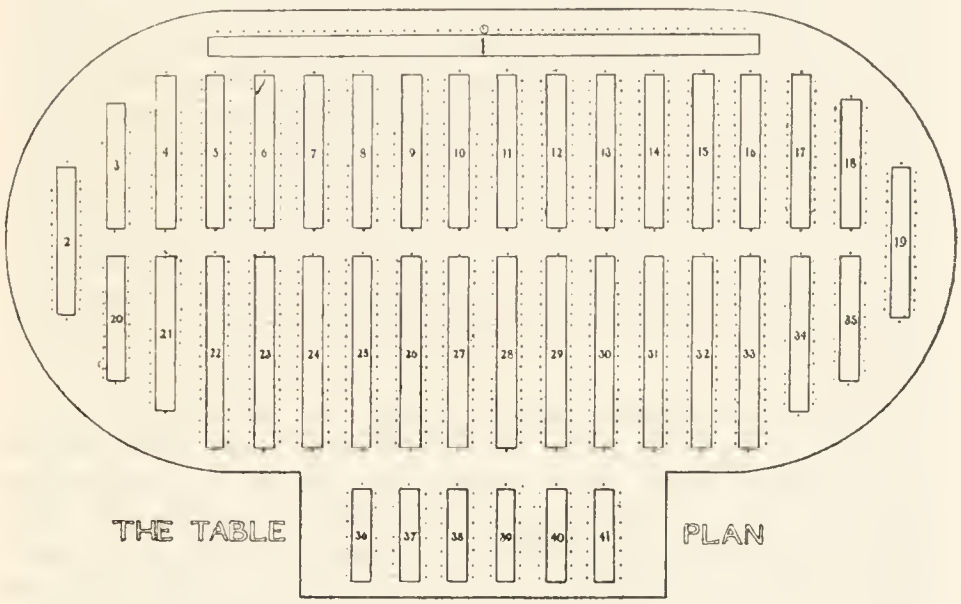
The service over, the party, headed by visitors and the principal members of the staff, accompanied Mr. Wellcome from the church to the gates of the club, where Mr. Sudlow, the general manager, presented his chief with a golden key.

Mr. Sudlow said: "Mr. Wellcome, the members of the management in London and at Dartford beg your acceptance of this key as a memento of this very interesting occasion."

Mr. Wellcome unlocked and opened the gates, saying : "I declare this Club and Institute now open, and may God bless and prosper it." The visitors were then conducted over the club buildings and through the grounds, which were much admired.

THE LUNCHEON.

At 12-30 an adjournment was made for luncheon. About eleven hundred sat down to an excellent repast in an enormous marquee erected in the club grounds, all the company except a few visitors being employees and wives of employees. Mr. Wellcome acted as chairman and Mr. Sudlow as vice-chairman.



TOAST: "THE QUEEN."

THE CHAIRMAN said: I offer the toast to 'Her Majesty The Queen.' God bless her!

THE TOAST OF THE DAY.
"THE EMPLOYEES — SUCCESS TO THE WELLCOME CLUB AND INSTITUTE."

THE CHAIRMAN said: "More than 800 of those assembled here to-day are employees of the firm. People often speak to me with wonderment at the good relations which exist between the firm and its employees, and the explanation which I have always been able to give in reply to such comments is that there is mutual consideration. It is and always has been the policy of the firm to consider the welfare of everyone associated with it, and by our bearing, our warmth of feeling, and our interest in the welfare of our employees we have won consideration from them, and we have a corps of employees, which, I am proud

to say, I believe surpasses any similar body of people employed by any other firm in the world.

"By our care in selecting those who possess not alone the required talents and qualifications, but who are also in hearty sympathy with us in our unique work, and by fostering mutual regard, we secure not only the hand work, but the heart work of those who are associated with us. We have not only efficiency and devoted zeal amongst our great chiefs who form our Managerial Staff, and in the distinguished Directors of the Chemical Research Laboratories and of the Physiological Research Laboratories, but also expert workers as Heads of Departments, and again in the personnel of their staffs, and yet again amongst the rank and file. I must pay a special tribute to the efficiency of the Ladies' Departments, so ably presided over by the talented Lady Superintendent, ably supported by a highly qualified staff of lady assistants, some of whom are efficient scientific workers.

"It is peculiarly gratifying to me to-day, in inaugurating this club, to feel that I meet with those associated with me heart to heart. A strong spontaneous expression has come to me from the employees which accords perfectly with my own ideas and sentiments that this club should not be regarded as a charitable institution, but should be self-supporting. I want it to be a resort and meeting place for the promotion of harmony and happiness amongst the employees—an institution for mental and physical recreation and development, where all shall be knitted closer together in personal friendship. I am certain that a charitable institution, or what is usually so-called, is not what we want. None of the employees of Burroughs Wellcome and Co., I am thankful to say, are in need of charity. They are self-respecting, self-reliant, and self-supporting, and I want them always to continue so. I am doing, and shall do, all I can practically to facilitate the work of organisation and equipment. The premises suitably furnished and maintained I am very gratified to offer for the purposes of the club and institute.

"I rely upon the members working hand in hand and heart to heart to make a success of this institution on a self-supporting basis. I want to express very strongly my desire that every employee will become a member of the club and institute, and while we shall have an administrative committee I

want every member of the club to regard himself or herself as a member of a grand committee with duties to perform, and I want them to feel that it is essential to the success of this club that the members should all strive to bury every selfish desire in order to promote the happiness of their associates. We had some beautiful texts this morning during the inaugural service at the church. I want to recall one—"Bear ye one another's burdens." We know that those who seek their own selfish gratification in this world are the least happy, and those who try to bear each other's burdens and to assist each other, get the greatest happiness to be found in this life. Following such a course requires self-sacrifice, and I hope everyone will keep this text in view, and that it will be the first and constant thought and endeavour of members of this club and institute to make others happy.

"I cannot sufficiently express to the members of the Management at London and Dartford, who have presented me with a golden key with which to unlock the gates of this club and institute, how deeply touched I am by this expression of their kindness. I am always receiving kind consideration and support from these, my valued associates. I shall always treasure this jewel. I must mention that those beautiful giant storks, in antique bronze, which grace the fountain immediately within the entrance to the grounds, were presented to us by Mr. Lloyd Williams, of the Works Management. I am sure we all deeply appreciate his generous gift of these superb works of art. Let us drink heartily the toast 'The Employees, and Success to the Wellcome Club and Institute,' and I associate with the toast the name of Mr. R. Clay Sudlow, our esteemed General Manager, the oldest member of our staff, and my invaluable right-hand support in the direction of this great business."

Mr. R. Clay Sudlow replied: "Before I refer to the toast that has been so very kindly proposed from the chair, I believe I shall be expressing the feelings not only of the employees, whom I am very proud to represent, but also of the visitors who have honoured us with their presence, when I say how glad we are to have Mr. Wellcome with us to-day in renewed health. He is the hardest worked and the hardest working member of our large community, and it is a matter for very sincere rejoicing that, after another twelve months of incessant thought

and labour in the conduct of this huge and ever-increasing business, he is able to preside over us on this unique occasion, this red letter day in the annals of the firm, with his accustomed force and vigour.

"I cannot but think that the knowledge gained by us here this morning as regards the extent of the provision made for our comfort and happiness, of the advantages and privileges secured to us by this club and institute is a perfect revelation. The idea of this club, as we all know, originated with Mr. Wellcome. It is absolutely his creation, and we owe him a very deep and a lasting debt of gratitude for the initiation of the scheme, and for the immense amount of thought and study that he has so ungrudgingly given, in order to make this club perfect and complete in every detail. If I mistake not, our visitors have already come to the conclusion that to be an employee of the firm of Burroughs Wellcome and Co. is to occupy a very happy and a very privileged position. As the oldest member of that body—next year I shall attain my majority in Mr. Wellcome's service—I am glad to assure our visitors that their conclusion is an absolutely just one. Mr. Wellcome has proved himself a master whom it is at once a pride, a pleasure, and an honour to serve, and there are many of us here present to-day who, having given him our best, feel that we fall very short of the service that we would desire to render him.

"Mr. Wellcome, you have told us that you do not want, and that you do not look for thanks, but I do hope that you will allow us to express our very deep appreciation of your generous kindness in placing this club at our disposal, of the personal feeling you have thrown into the undertaking by loaning to the club many of those treasures that you have been at such pains during many years to collect, and of your friendly good will in allowing us, in accordance with our unanimous wish, to call this club by your own name. We sincerely hope that you will be spared for many years to witness, and to rejoice in, the complete fulfilment of the high ideal that you have formed with regard to your employees, and may that realisation be brought about in a great measure by means of the Wellcome Club and Institute, so happily and so successfully inaugurated to-day."

TOAST: "THE FIRM."

PROFESSOR JOHN ATTFIELD, F.R.S., said: "I have the great honour of asking you to drink to the

continued prosperity of the firm of Messrs. Burroughs Wellcome and Co. I have known the members from the foundation of this great firm—the firm which began in so small a way, and which has developed to such enormous proportions. I assume that everyone present is interested in the leading work of this firm, which is the association of scientific and commercial pharmacy.

"The firm is distinguished in many ways. It is distinguished for its progressive spirit. I look at the various journals of pharmacy and medicine that are published in our Colonies and India, as well as those published in the United Kingdom, and I never take up one but I find the mention, and sometimes a very long mention too, of this great and powerful and successful firm. A second great characteristic of the firm is the entire reliability of all the articles it sends out. I am sure no one could have followed its development without noticing the wonderful originality that has always characterised it; and I may add that all this is chiefly due to the present head of the firm, Mr. Wellcome, and his wonderful skill in organisation in every department.

"Talking of organisation, we who are here to-day as visitors, must, I am sure, have been charmed by the evidence of organisation which we have seen from the time we left Charing Cross till the present moment. The great comfort of the arrangements of that special train that was provided for us; and, when we had arrived at Dartford station, the very interesting fire alarm drill, with its wonderful evidence of promptitude and precision; the extremely beautiful and, I may add, poetic inauguration service at the church, and the interesting, though it has been termed formal, opening of the club and institute, by Mr. Wellcome. I was very proud indeed, seeing that I have known the principals of the firm for so many years, and have watched their progress, to be the first one welcomed on this occasion by Mr. Wellcome when he opened the gates with that beautiful golden key, which has been presented to him by his managers.

"I feel sure you will respond to this toast for, perhaps, a deeper reason than I have offered you up to the present time, and this is the spirit which characterises this firm from beginning to end, and which I take to be, first, the promotion of scientific and commercial research, and secondly, the promotion of good-fellowship amongst all the employees. Now,

here I venture to speak, as Mr. Wellcome said, from the heart to the heart, because of my extreme interest in all that relates to research in pharmacy and the promotion of friendly intercourse amongst those who follow that calling. It isnow 36 years since a few of us assembled in a very small room at Newcastle, and ventured to start an association (The British Pharmaceutical Conference) having objects which I find here to-day reflected in one of the greatest firms of the world—that is, the promotion of research in connection with pharmacy, and the promotion of good fellowship amongst the followers of that calling. I allude to it as I want to remind you once more that the objects of that society, which we ventured to set forth as objects that could be followed by the principals and by the employees of every pharmacy in this country, are the principles which are so successfully prosecuted by the firm of Burroughs Wellcome and Co.

"I cannot but rejoice and congratulate Mr. Wellcome on the fact that, in addition to his organisation of scientific and commercial research coupled with good fellowship, as indicated by this club, enormous financial success, which has been abundantly deserved, has been realised.

"I must allude, before I sit down, to one other great pleasure that has forced itself upon me, though I must not say much about it because a compliment to myself is in it, and that is that in every department of this great firm I find myself here to-day welcomed by my old pupils. Their merits have been realised by this firm, and I can assure them, though I am perfectly certain they need no such assurance, that the men they have obtained from the Bloomsbury Square Laboratories and Lecture Rooms were some of our brightest ornaments during the whole time I was connected with that Institution, viz., from 1863 to 1896. I come here and I find Mr. Lloyd Williams, Dr. Jowett and Mr. Hill, Mr. Carr, and many others—but really they are too numerous to mention—all old students who distinguished themselves at Bloomsbury Square, now occupying prominent and responsible positions in this firm.

"On all these grounds, and you will see I have given you a wealth of reasons, I heartily offer the toast to Messrs. Burroughs Wellcome and Co., and I will associate with the toast the name of the chief ornament of the firm, Mr. Henry S. Wellcome."

Mr. WELLCOME replied: "No one could fail to be deeply gratified by the honour Professor Attfield has done to our firm and to me. I, as a youth, took my first lessons in chemistry from Professor Attfield's text book. This great master led my first steps in gaining a knowledge of chemistry, and I feel it a peculiar honour that he should have paid such a tribute to the results of the efforts to which I have devoted my life. I am obliged to acknowledge that there are material grounds for Professor Attfield's tribute to the successful work of the firm. Our strides have not been spasmodic, they have been steady. Each succeeding year of recent years has shown us an advance of about one hundred additional employees. Last year we numbered seven hundred, to-day we have more than eight hundred on our permanent roll.

"Professor Attfield touched upon one feature of our work which is especially dear to me, that is our two Scientific Research Departments. We are sometimes asked to say more about what is being done there. Our products constantly indicate to the profession important results. But you are not likely to learn the details of all our doings in the outside world. There is much extremely important work going on in our research laboratories of the highest scientific and practical importance—work that is satisfactory to us as marking progress, and which promises us still greater advancement. The greatest work is sometimes done silently."

TOAST: "PRESS AND VISITORS."

THE CHAIRMAN said: "We are honoured by the presence of distinguished visitors from the four quarters of the globe, and some of these are old and intimate personal friends of mine, who have strengthened me in my work by their counsel and their friendship. There are those of the Press here who have not failed when we have done anything that merited it to chronicle it, and this has been greatly to our advantage. We have only asked to be treated on our merits, and we have been treated justly by the Press. I will ask you to drink very heartily to the toast of The Press and the Visitors, connecting with the toast the name of Dr. Creasy, of the *British Medical Journal*."

DR. CREASY replied: "It is a very great privilege to be the guest of a firm like this. It is a privilege, more-

over, because this firm is one that has gained, and gained rightly, the highest repute in the world for good scientific work of every description. What the Press says is only what is due to the splendid work that is done by the firm."

Entertainments.

Shortly after luncheon an adjournment was made to the sports field for a pretty floral maypole dance by a group of lady employees. This was followed by athletic sports, most of the events of which were very keenly contested and watched with intense interest. Tea was then served in the great marquee.

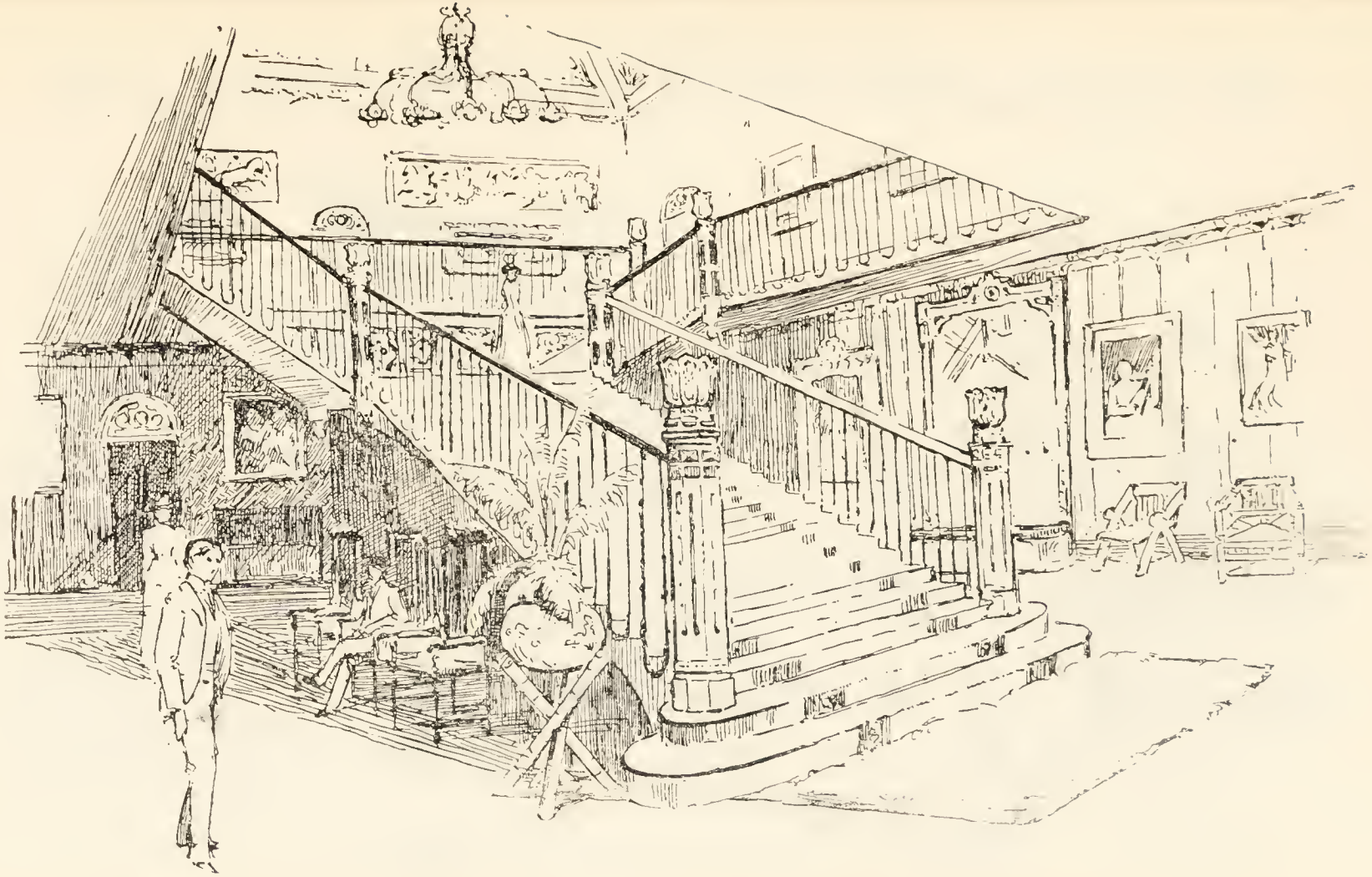
In the evening there were well contested aquatic sports, a graceful and artistic musical bicycle ride by lady employees, the cycles being elaborately decorated with flowers. The presentation of the prizes followed, and the day's entertainment culminated in a magnificent display of fireworks and an illumination of the grounds. The twinkling of hundreds of fairy lights effectively arranged throughout the grounds, the glow of chinese lanterns everywhere among the trees, and the flood of coloured light from the fireworks, combined to form an entrancing spectacle, which was further enhanced by the quivering reflections in the river and lake. It formed a delightful setting to the final events of a day which was as enjoyable as it was unique in the history of chemical industry.

The absolute precision with which every item in the programme, from early morning until nearly midnight, was carried out, was evidence of a most complete and and painstaking organisation, and was commented upon by scientific visitors as typical of the firm's remarkable scientific exactness in other directions.

BIRD'S EYE VIEW OF
CLUB AND INSTITUTE
BUILDINGS AND GROUNDS.

REFERENCES: 1 Staff Club House. 2 Library Building and Club House for Lady Employees. 3 Club House for Gentlemen Employees 4 Gymnasium and Assembly Room. 5 Baths and Lavatories 6 Greek Temple. 7 Dining Tent, 8 Grand Stand and Sports Field.

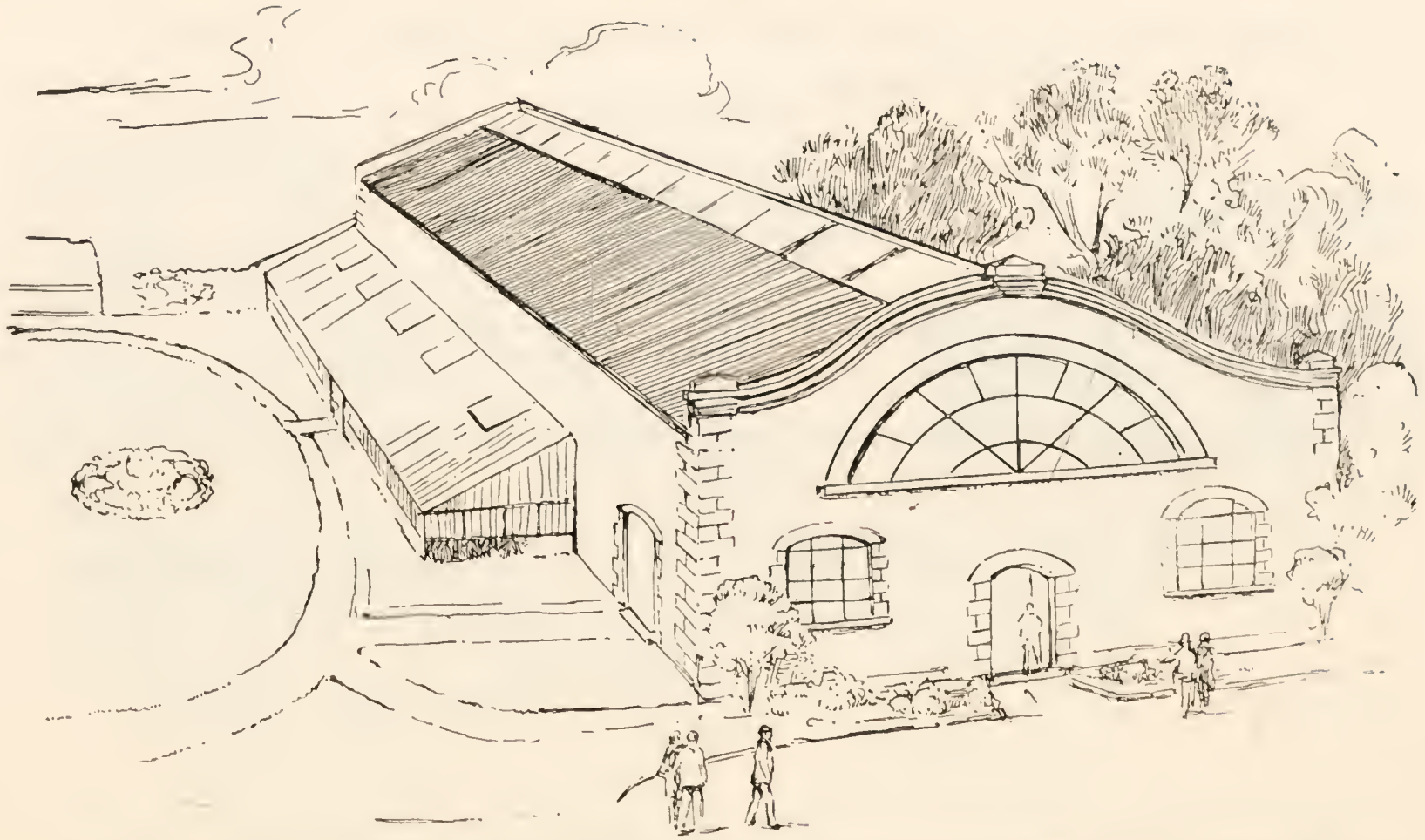
CLUB HOUSE FOR MEMBERS OF THE STAFF, containing music room, ladies' sitting, dining, writing, and dressing rooms, gentlemen's sitting, dining, writing, and smoking rooms, secretarial offices, and committee rooms.



STAIRCASE AND HALL IN STAFF CLUB HOUSE, fitted with 17th century carved oak furniture.

THE LIBRARY BUILDING AND CLUB HOUSE FOR LADY EMPLOYEES. Ground floor: ladies' tea rooms. First floor: ladies' sitting, sewing, and writing rooms. Second floor: reading room and library. Third floor: general concert and lecture hall.

CLUB HOUSE FOR GENTLEMEN EMPLOYEES, containing, sitting, writing, smoking, tea rooms, etc.



GYMNASIUM AND ASSEMBLY ROOM, fully equipped with all apparatus necessary for the practice of indoor athletics.

THE LAWN, bounded on one side by the river Darent.

THE LAKE, formed by a broad of the river Darent, affords fine scope for boating, etc.

A REACH OF THE RIVER DARENT. The river winds through the entire length of the grounds.

THE RIVER WALK is a shaded path which follows the bank of the river and lake to the Greek Temple.

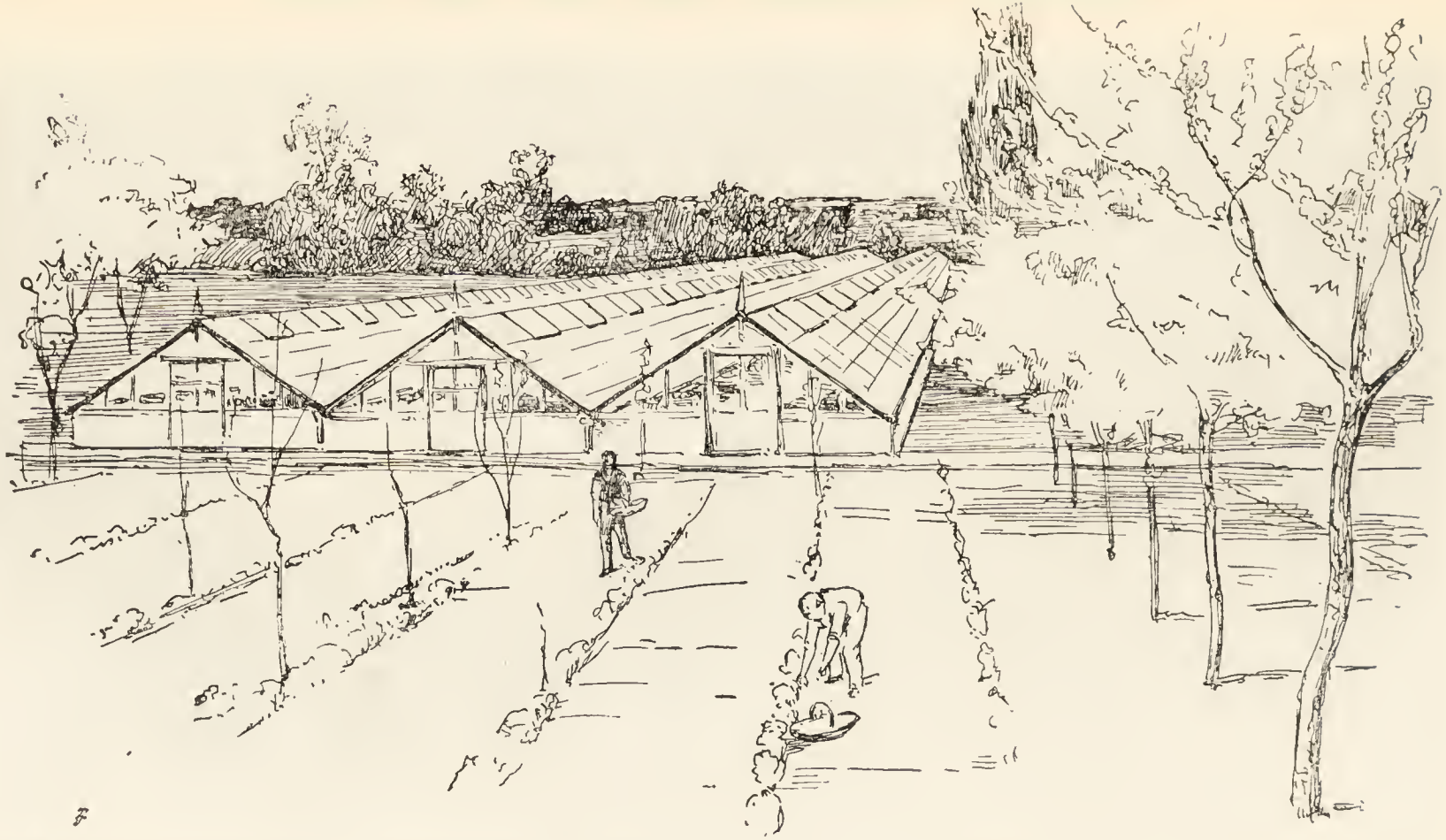
BRIDGE OVER THE DARENT, connecting the lawn with the orchard, garden, and playing fields.

ONE OF THE VINERIES situated in the garden at the rear of the club buildings.

THE GARDEN CREEK is a tributary of the Darent, dividing the orchard from the kitchen garden.

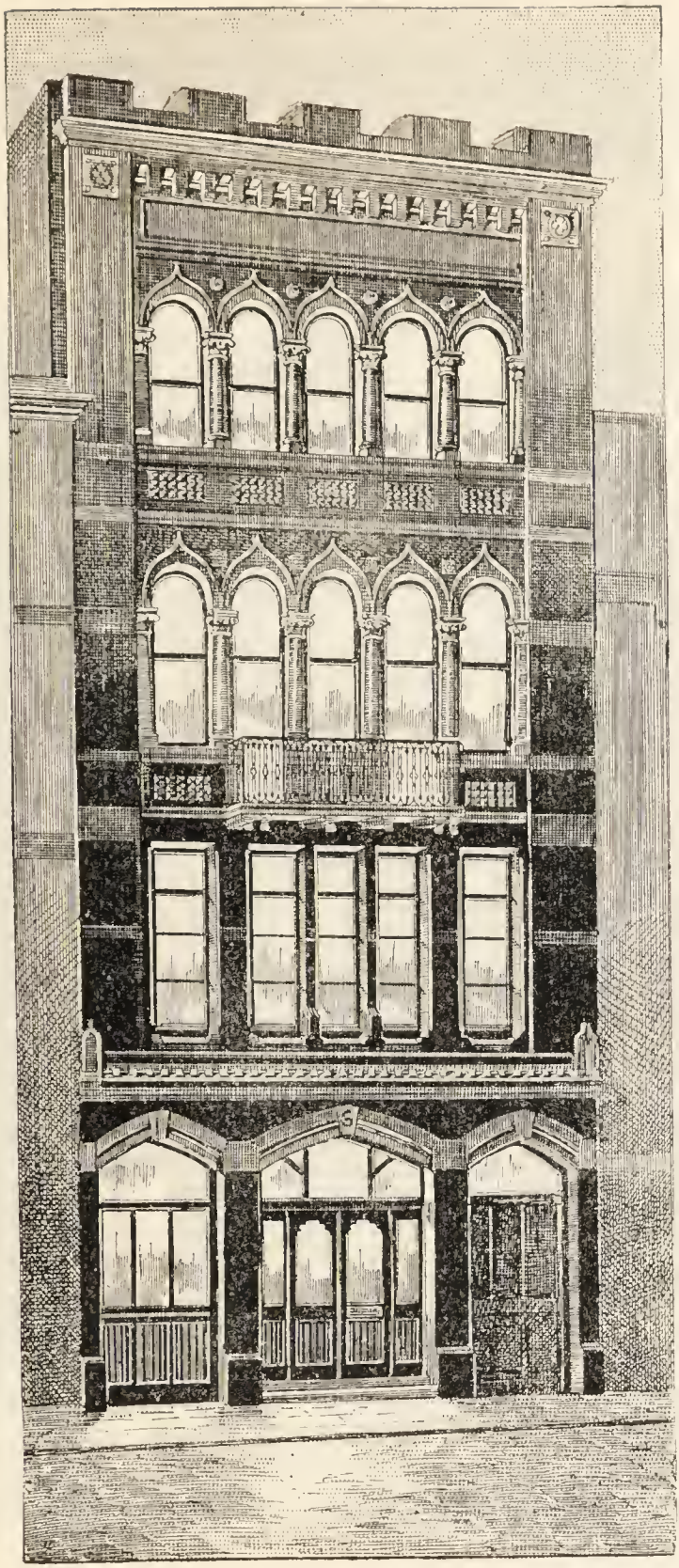
A BACKWATER NEAR THE RIVER DARENT. The well wooded banks of the river and its tributary streams present many similar picturesque views.

AN ANGLER'S NOOK. One of the many quiet nooks on the river affording opportunities for the exercise of the "gentle art."



SOME OF THE GREENHOUSES devoted to the cultivation of tomato, strawberry, and similar plants. The three pictured here are 120 ft. long.

THE WELLCOME PHYSIOLOGICAL RESEARCH LABORATORIES.

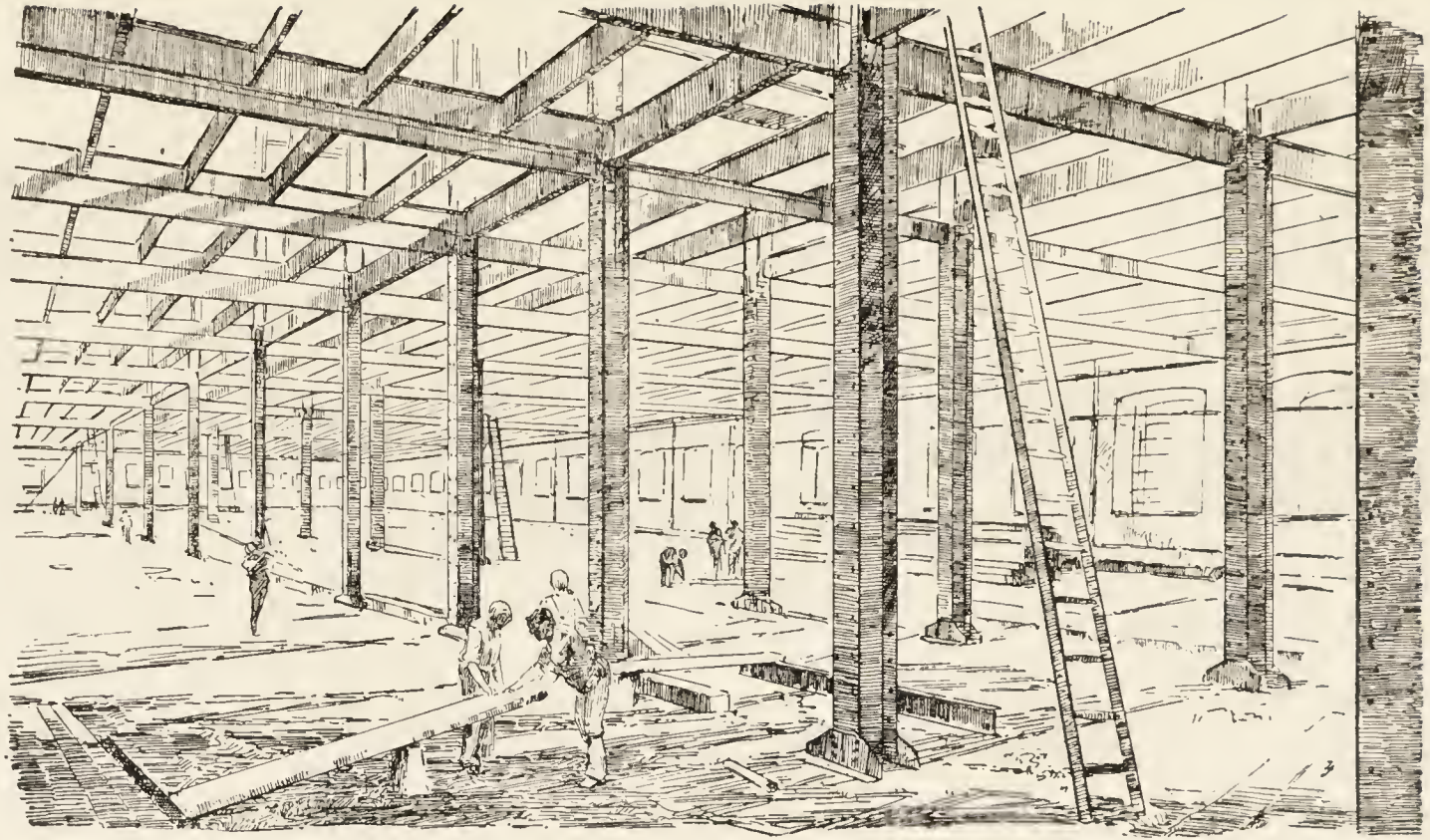


THE WELLCOME CHEMICAL RESEARCH LABORATORIES.

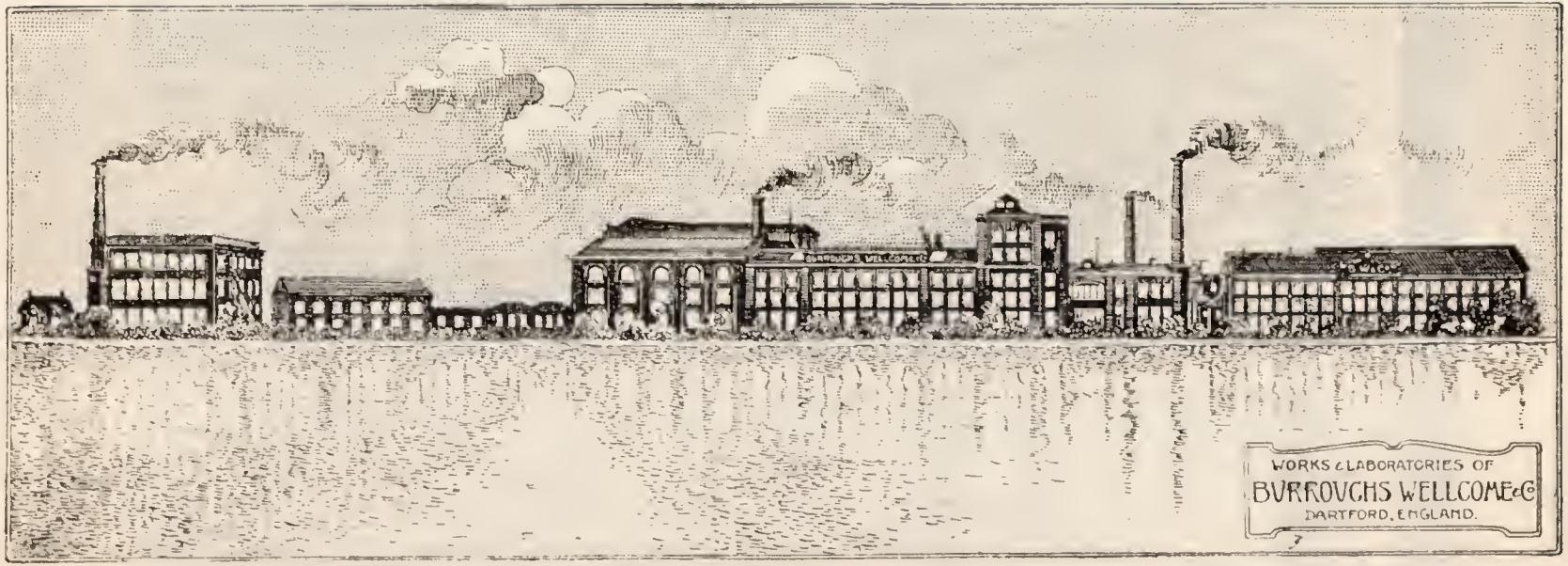
BURROUGHS WELLCOME & CO.'S GENERAL OFFICES,
Snow Hill, London, E.C.

ADDITIONAL LABORATORIES recently completed at Burroughs Wellcome and Co,'s Works at Dartford.

ADDITIONAL LABORATORIES in course of erection at Burroughs Wellcome & Co.'s Works at Dartford.



INTERIOR OF ADDITIONAL LABORATORIES in course of erection at Burrougns Wellcome & Co.'s Works at Dartford.


WORKS & LABORATORIES OF
BURROUGHS WELLCOME & Co
DARTFORD, ENGLAND.